

TO: All WRPS Employees
(Please pass this message on to those who did not receive it.)

ISSUED: April 22, 2013

FROM: Ed Kennedy, Program Manager
Employee Concerns Program

SUBJECT: WRPS Employee Concerns Program

The WRPS Employee Concerns Program (ECP) helps employees, managers, and subcontractor personnel resolve matters not satisfactorily resolved through other preferred path alternatives. Preferred path resources include an employee's immediate manager and/or their chain management, a Human Resources or Labor Relations representative, their Steward or HAMTC Safety Representative, a Safety and Health Subject Matter Expert, an Equal Employment Opportunity Office (EEO) representative, or other applicable subject matter expert.

The ECP typically addresses safety, health, security, quality, environmental, and management concerns. Employees are encouraged and have the right to raise concerns without fear of harassment or reprisal. Employees also may use the ECP for informal issues. Issues related to Collective Bargaining, EEO, or fraud, waste, abuse, and mismanagement of government funds or resources are referred to the appropriate entity for investigation.

ECP personnel are trained to help individuals resolve matters in the early stages of development – before they become larger and more complex issues. Matters can be reported to ECP confidentially. Anonymous concerns may also be elevated through the ECP Anonymous Hotline at 373-5444. This line does not have Caller ID.

WRPS is committed to the free flow of information where we work together to meet DOE's tank farms mission for the Hanford Site. Contact Ed Kennedy at [REDACTED] or stop by the ECP office at 2440 Stevens Center, Room 1800, with your questions or concerns.